

Person Specification Head of Talent

Criteria	Essential	Desirable
Knowledge and qualifications	<ul style="list-style-type: none"> • A Bachelors or Masters degree in Human Resources, Learning & Development, or related field • Industry-recognised qualification (Level 5), or equivalent • Coaching and/or learning and development qualification or have appropriate equivalent • An understanding of the regulatory and professional considerations that impact learning and development in an educational environment is essential • Up-to-date knowledge of safer recruitment requirements and safeguarding responsibilities 	<ul style="list-style-type: none"> • Industry-recognised qualification (Level 7), or equivalent • Hold the status of Chartered Fellow of the CIPD or equivalent level of professional membership in Leadership/Teaching career • QTS/QTLS is not essential for this role, but would be advantageous • Prior knowledge of obtaining sponsorship licences. • Keeping updated with changes in education industry and employment law to inform policy writing
Experience	<ul style="list-style-type: none"> • Significant previous team leadership experience, including managing remote / dispersed regional teams, capable of inspiring and motivating a team to achieve goals. • A proven experience in talent acquisition and recruitment, with a track record of success in leadership roles • Demonstrable experience of successfully developing and implementing learning and development plans across an organisation • Successful track record of working in collaboration with and as part of senior leadership teams • Significant previous experience of leading a Learning and Development function, ideally within the education field, including leading Teacher Training programmes would be advantageous • Proven track record of successfully developing and implementing talent development strategies and initiatives. 	<ul style="list-style-type: none"> • Minimum of 7 years of experience in talent management/HR or a related field • Experience in employer branding initiatives and promoting the organisation as an employer of choice. • Experience of implementing frameworks, process, and system implementation • Experience working in a fast paced, dynamic environment where change is constant. • Proven ability to manage and lead change initiatives within an organisation. • Experience in training delivery personally and leading others in this provision on a large scale • Previous experience of working in learning and development in an educational

<p>Skills</p>	<ul style="list-style-type: none"> • Ability to convey a strong strategic vision and align talent acquisition strategies with the organisation's business objectives. • Expertise in talent sourcing, attracting top-tier candidates, working with senior leaders to drive talent development and a strong talent pipeline. • Excellent verbal and non-verbal communications including awareness of impact of communication on desired audience • Demonstrate excellent attention to detail, focused and analytical, with strong organisational and prioritisation skills • Comfortable operating in a matrix organisation and delivering through others collaboratively as part of a shared vision • A high performing, target driven individual who is passionate about delivering an outstanding colleague experience • Ensure solutions embrace diversity and inclusion initiatives to foster a diverse workforce and promote and inclusive culture. • Ability to develop external relationships of significant importance to the Trust. • Strong leadership skills. Able to inspire and motivate others to achieve results. • Able to operationalise strategic plans into tangible, sustainable results • You will be able to demonstrate data-driven, decision-making skills, with the ability to analyse recruitment metrics and optimise recruitment processes. • You will have excellent communication, negotiation, and relationship-building abilities to collaborate effectively with internal and external stakeholders. 	<ul style="list-style-type: none"> • Strong analytical and problem-solving skills with the ability to collect and analyse data to inform talent development decisions. • Exceptional organisational and project management skills with the ability to manage multiple priorities and meet deadlines. • Ability to adapt to a fast paced and changing environment and drive change within the business. • Commitment to continuous learning and professional development in the field of talent development • Technical understanding and previous experience of developing Learning Management Systems, creating and developing career pathways and identifying talent • Strategic thinker with the ability to design and implement talent development initiatives that align with business goals. • Solid understanding of talent development best practice from Early Careers stage. • Demonstrate impact in promoting diversity and inclusion within development strategies. • Developing commercial plans for providing services externally.
<p>Availability / Requirements</p>	<ul style="list-style-type: none"> • Regional Scope: This role will be based centrally, but will require travel to all regions, including South, Southeast, Southwest. 	